

The Magazine of the American Federation of State, County and Municipal Employees, AFL-CIO

# Union, Yes!

**Vermont  
Home Care  
Providers  
Choose  
AFSCME in  
Historic Vote**

**PAGE 12**

VERMONT LABOR RELATIONS BOARD

Do you desire to be represented for exclusive bargaining purposes by AFSCME?

YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
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# The Green Mountain State and the Green Machine

**I**t was a massive organizing campaign that required time and dedication. So much in fact that a baby was born in the midst of it.

When 8 lb., 2 oz. Gabriel Edward Sands arrived on the scene this summer, his mother, home care provider Amanda Sheppard, had been working tirelessly for nearly 18 months to build a union through AFSCME for the 7,500 providers in Vermont.

The vote to unionize through AFSCME in October (p12) marked the largest organizing win in Vermont history and the largest U.S. organizing victory in 2013. For providers, the choice was clear: They wanted a voice on the job, better pay and benefits, training to better care for their clients, and respect. They wanted to build a better life for their families — some of which were growing by the minute. They wanted AFSCME.

Such a resounding victory inspires us for the fights we face on other fronts. Take outsourcing. In Chicago and 80 cities and towns across America, we're pushing back against those who want to privatize our jobs and public services (p16). Sometimes, we even take a stand in the grocery store aisle, purchasing products from union-friendly companies (p18).

We can't escape the need to be activists. It's a 24/7 job to build and support our union.

Just ask Sheppard. When she was at the hospital and learned her two maternity nurses were also home care providers, she had her husband bring union organizing cards into the delivery room. "That's all I could think about," she tells us. "I've got to go out there and organize."

From labor pains come great deliveries.



**Amanda Sheppard, Vermont home care provider, with Gabriel.**

## INSIDE

### WE ARE AFSCME:

**This union member gets to play with trains — for a living. p11**

### COVER STORY: UNION, YES!

**Vermont home care providers among the newest members to join with AFSCME. p12**

### OUTSOURCING GONE WRONG:

**Chicago can't build a parking garage for 75 years — without first paying Wall Street. p16**

**STEALS AND DEALS:  
Make your dollars count the most. Buy smart, buy union. p18**

**ACROSS AMERICA:  
AFSCME women gather together, lean in, and give back to the Denver community. p23**



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## WORKS at Work

We want to see you and your WORKS – at the football stadium, your local's food drive, or with your coworkers. You might even be featured in an upcoming issue or on [AFSCME.org](http://AFSCME.org). Submit your photo at [AFSCME.org/works-at-work](http://AFSCME.org/works-at-work)

Left: David Pernell, Jersey City Medical Center EMT, Local 2254 president, Council 52 (New Jersey)

## WORKS in Your Email Box

Don't wait 'til winter for the next WORKS! Sign up at [action.AFSCME.org/WORKS](http://action.AFSCME.org/WORKS) for the WORKS monthly email – for news, updates, discounts and deals!

Left: Sample monthly email newsletter.

## Stand with Detroit

Detroit is in a financial crisis and the governor wants public retirees to pay the costs – out of their pension checks. That's just not right. Support your AFSCME sisters and brothers at [StandWithDetroit.org](http://StandWithDetroit.org).

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## Union Power Begins at the Ground Level



**"At the worksite is where we build the muscle for every fight, from winning good contracts to electing good leaders."**

For two years, home care providers in Vermont worked tirelessly to win collective bargaining rights. These workers showed one another how coming together through AFSCME gives them a strong voice in pay and benefits, overtime protections, and training opportunities.

The Vermont providers finally won their fight to join AFSCME and 125,000 home care workers across the country. They will now head to the bargaining table to secure improvements.

### Labor's Biggest Win

This victory – labor's biggest organizing win in 2013 – serves as a model for grassroots union organizing work. The priority we place on organizing helps unorganized workers like the Vermont providers join our struggle for progress.

Because of our commitment to help home care workers organize from California to Vermont, we've won major economic victories. These providers are improving conditions for their families and the clients they serve. In Humboldt County, Calif., home care workers achieved significant wage increases this year because they focused their efforts on building the political power to bargain a first contract with the county.

In Iowa, a bipartisan alliance of home care workers and consumers saved a program that allowed consumers to work directly with individual care providers. Iowa's Department of Human Services planned to require consumers to use an agency or other institution to find care. But because we mobilized, the state dropped its ill-conceived scheme.

And one of the most significant victories came this fall when the Obama

administration handed down new regulations that will provide most home care workers with basic federal wage and hour protections. AFSCME fought hard for those protections over the years.

### A Top Priority

Organizing is one of AFSCME's top priorities because our power always begins at the worksite. At the worksite is where we build the muscle for every fight, from achieving good contracts to electing good leaders.

It's important for us to see the victory in Vermont not only as a win for workers in that state, but also as a victory for the entire labor movement. Labor unions are at their lowest density in a century; today, approximately 11 percent of working people are in unions.

### Last Line of Defense

But working families know we are their last line of defense. We are still one of the only institutions with the power to take on the array of forces intent on silencing workers' voices and de-funding public services.

That's why the win in Vermont is important for all of us. It makes our union stronger. And as our union gets stronger, we can fight more vigorously for the principle in which we all believe: The workers who contribute to our nation's prosperity must share in our nation's prosperity.

Lee Saunders  
President

# It's Time for AFSCME Women to Lean In

This is the year for AFSCME women everywhere to challenge conventional wisdom about what makes a leader, to seek out mentors, to push themselves beyond their fears and insecurities, and propel beyond others' assumptions. We do this — if we fully tap and develop the talent and energy of more than half of our membership — every AFSCME sister and brother will benefit.

A full 58 percent of AFSCME members are women. But AFSCME women are under-represented in positions of leadership in councils and locals across the country. That has to change. Not because women are competing against men for our union's leadership positions. It's not an us-versus-them proposition. This is about working together to help the right person get the right job. When we can lift the right individual, be they male or female, to the right place, our union benefits and our communities benefit.

We in AFSCME are taking concrete steps to make that possible.

## What We're Doing Now

This year, we launched the Women's Leadership Academy, a six-month program preparing local union women officers and activists for future leadership positions. The program helps participants develop communication skills, outline their goals and determine how best to meet them, and establish a mentoring relationship with a seasoned leader.

That last piece is crucial in developing new leaders. And that's why, in September, nearly 800 of our union's sisters gathered in Denver, Colo., for our biennial Women's Conference.

Connections made at the conference help AFSCME women identify and establish relationships with mentors. We strategized on the issues affecting our work. It was inspiring to see AFSCME women ready to move to the next level of activism and leadership in their locals, councils and retiree chapters.

## Overcoming Stereotypes

We also have to be frank about the obstacles union women face and acknowledge biases about what makes a great leader.

Part of what holds women back from positions of power today are stereotypes that just won't go away. Take the belief that men are naturally better suited for leadership because they are more aggressive and independent, while women are nurturing and sensitive. Too often, there's little room allowed for someone to demonstrate a range of characteristics — decisive and nurturing — especially when we talk about women.

It's nonsense, especially when you consider the women of our union. AFSCME sisters do some of the toughest jobs in public service. They serve in law enforcement and corrections, nursing and health care, transportation and emergency response. Many of them already have the skills and motivation to become leaders.

We're going to make sure we help them rise to those leadership positions.



**"This is the year for AFSCME women everywhere to challenge conventional wisdom about what makes a leader."**

Laura Reyes  
Secretary-Treasurer



## Unequal Pay Not OK

There's a price tag on the gender-based pay equity gap that exists in every state and every major metropolitan area, according to a study conducted by the National Partnership for Women and Families. Women working full-time make \$11,000 less than their male counterparts annually.



### VITAL STATS

\$11.2 BILLION

That's how much undocumented immigrants paid in state and local taxes in 2010 without having any access to many of the services they fund. Immigrants – even those here legally – are barred from most social services. So, they pay taxes to support benefits they cannot receive. It's yet another reason why we need comprehensive immigration reform.

SOURCE: INSTITUTE FOR TAXATION AND ECONOMIC POLICY

## Outsourcing = Lower Wages

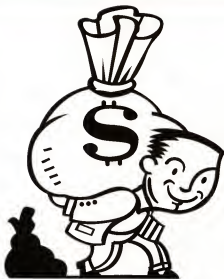
Wall Street bankers may be living large off of the outsourcing of public services, but the actual employees who do the work certainly aren't. Nearly 2 million private-sector employees who work for federal government contractors earn \$12 or less per hour, an amount too low to support a family. While they're making too little, the chief executives of contracting firms earn millions in salaries and bonuses, reports the progressive think tank Demos. "Through federal contracts and other funding, our tax dollars are fueling the low-wage economy and exacerbating inequality," write authors Amy Traub and Robert Hiltonsmith.



## Minorities Face Longer Wait Times to Vote

African-American voters stood in line for 23 minutes to vote last year, on average. Latinos waited an average of 19 minutes. By comparison, white voters waited just 12 minutes. These are the findings of the Massachusetts Institute of Technology. What can be done? Pres. Barack Obama this year created a bipartisan commission to study how to make it easier to vote. AFSCME supports the commission's efforts.

## Good for Them, Not for the Rest of Us

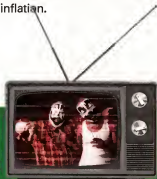


**\$9.7 million**—The head of the typical large company owned by stockholders hauled in this much dough in 2012. It's a 6.5-percent increase from the year before and the highest ever, the Associated Press reported.

What about the pay for the average U.S. worker? The median wage in the U.S. was approximately \$39,900. That's up only 1.6 percent from the year before and it wasn't even enough to keep up with inflation: Consumer prices rose 1.7 percent last year.

A big reason for the increase in CEO pay is that companies awarded a bigger piece of their compensation in the form of stocks, which were on the rise lately. Most workers are compensated in dollars, easily eaten by rising inflation.

## They Said What?!



**"I don't care about Detroit going bankrupt. I'm just living. I don't know politics, who caused it or why it's caused. I'm just dumb like that because I don't care."**

—Joseph Utsler (right), singer and producer of platinum-selling band Insane Clown Posse. Estimated net worth: \$15 million. (He may not care, but we do. Visit [www.StandWithDetroit.org](http://www.StandWithDetroit.org).)

# 65 percent

That's how many outsourced prison contracts guarantee corporate profits at taxpayers' expense, according to report

released by research group In the Public Interest. These so-called "lockup quotas" are found in contracts that state governments signed with Corrections Corporation of America and other prison privateers. Four states — Arizona, Louisiana, Oklahoma and Virginia — have the highest occupancy guarantee requirements, ranging between 95 and 100 percent. When a business model relies on taxpayers paying to lock people up, it's time to find a new business model. **Learn more at [itpi.tw/1f8UMJG](http://itpi.tw/1f8UMJG)**

## Why Pensions Are Critical

Thirty-eight million working households in America have no retirement savings. At all. That's 45 percent of the country, according to a recent report by the National Institute on Retirement Security.

A similar report by the Center for Retirement Research at Boston College estimates that more than half of American households are at risk of not saving enough to maintain their standard of living in their golden years.

This chart shows those at risk, broken down by income group, and demonstrates how the problem grew worse since 2007.

**Percentage of Households "At Risk" at Age 65 by Income Group, 2007 and 2010**



AFSCME works to ensure public service workers have retirement security. If you're a retired member, be sure to join AFSCME Retirees, to remain an advocate for pensions, Social Security and Medicare. Visit [AFSCME.org](http://AFSCME.org) to join.

To read these reports and stats, visit [AFSCME.org/fyi](http://AFSCME.org/fyi)

# ORGANIZING FOR POWER

## From state to state, workers are joining AFSCME for a stronger voice on the job

### EMS Professionals in California and Arizona Join AFSCME

AFSCME is the go-to union for emergency medical service (EMS) professionals across the country as they begin organizing in greater numbers for a stronger voice on the job. Another 250 such first responders in California and Arizona voted this summer to make AFSCME their union.

AFSCME represents more than 20,000 EMS workers nationwide, and last year approximately 3,000 joined our ranks. That included 1,800 employed by American Medical Response (AMR) in California. They voted decisively last September to join United EMS Workers-AFSCME Local 4911.

Their numbers rose this August when 136 EMS professionals with First Responder EMS in Sacramento voted to join Local 4911 instead of staying with a small, ineffective local union without the national reach that AFSCME provides.

The overwhelming vote made it

"very clear that we, the employees at First Responder, wanted to have AFSCME represent us," said EMT Joe Manganello. "They have 1.6 million members. I feel like we have a lot more power now."

"We're standing together because we want EMS to be seen as a real profession, not just a stepping stone," said Crystal Forschen, a First Responder paramedic. "The way we get it done is by having a strong, democratic, and accountable union."

In Arizona, a unit of 110 EMTs employed by AMR, voted in August to join United EMS Workers-AFSCME Local 2960. They provide service to Lake Havasu, Kingman, Parker and Quartzsite.

"We're doing this because there's a big gap of communication between labor and management," said Arizona EMT David Owens. By joining AFSCME, he said, they hope to "better our workplace, and to have a voice in our company for the first time ever."

"United EMS Workers is raising the bar nationwide for EMS professionals," Owens added. "With numbers, there is power. And with power, there is strength."

The Arizona AFL-CIO presented Local 2960 Pres. Frank Piccoli with an award in September for their latest organizing victory, and also to recognize the local's newest EMT members.

From left to right: Emergency medical technicians Joe Manganello, Eric Milam, Crystal Forschen of Local 4911 (California).

Workers are also organizing with AFSCME in other states. Here is a list of some recent victories:

#### CONNECTICUT

Nine public employees of the town of North Stonington joined Council 4.

#### ILLINOIS

Three-hundred and thirty-five residential and transitional center unit employees of the non-profit Maryville Academy voted overwhelmingly to form a union with Council 31, overcoming an intense anti-union campaign by management. The Academy provides therapeutic, residential and transitional services to at-risk children and adolescents. Also joining Council 31: 120 employees of the Stephenson County Nursing Home.

#### INDIANA

Fifteen campus police employed at the University of Indiana's Southeast and Northwest campuses voted to join Local 683 (Council 62).

#### MASSACHUSETTS

Two-hundred and twenty-four full-time and part-time bus drivers and bus monitors of the Lower Pioneer Valley Educational Collaborative voted to join Council 93. LPVEC is comprised of seven school districts. Also joining the council: 58 instructional assistants and behavior specialist employed by the Greater Lawrence Educational Collaborative in Methuen; 25 employees of the Westfield Athenaeum





library and 11 supervisory employees (including directors, superintendents, tax collector and assessor) in the Town of Groton.

#### MINNESOTA

Twenty employees of Crisis Connection, a nonprofit mental health agency based in Richfield, voted to join Council 5. The staff provides statewide telephone crisis counseling. Also, 12 medical examiner inspectors joined Council 5 (Local 2864) through a voluntary recognition agreement with Hennepin County.

#### NEW HAMPSHIRE

Twenty employees of the Bow Police Department voted to join Council 93 (Local 3657).

#### NEW JERSEY

Eighty-nine certified nursing assistants, and dietary, kitchen and housekeeping aides at the Summer Ridge Center in West Orange joined National Union of Hospital and Health Care Employees (NUHCE)/AFSCME Local 1199J.

#### OHIO

Thirty-six transportation workers at the Petermann bus company in Akron voted to join Ohio Association of Public School Employees (OAPSE)/AFSCME Local 4.

#### OREGON

Seventy-two juvenile custody services specialists in Multnomah County joined Council 75.

#### PENNSYLVANIA

Forty-three LPNs of the Manor at St. Luke's Village and the Pavilion at St. Luke's Village of Luzerne County voted to join District Council 87. Joining District Council 83 were 23 support staff of the Harmony Area School District in Clearfield County and six Indiana County Housing Authority maintenance mechanics.

#### RHODE ISLAND

Ten medical workers at the Wyatt Detention Center in Central Falls voted to join Council 94.

#### WASHINGTON

Thirty Seattle City prosecutors – members of the Seattle Prosecutors Association – voted to affiliate with Council 2. Joining Council 2 through a card check agreement were 26 Kitsap County probation officers.

#### WISCONSIN

Eighteen drug and alcohol counselors employed at the Madison Health Services agency voted to join Council 40.

## Clothing the Next Generation



Head to the AFSCME Web Store for our new onesies and 100+ AFSCME logo items available at:

[afscme.org/store](http://afscme.org/store)

or place your order toll-free by calling: (800)408-2388



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AND BECOME A **PEOPLE MVP**

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**KNOCK OUT THE  
CORPORATE  
AGENDA**



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# WE ARE AFSCME

*A look at the men and women who make America happen*

## ROBERT CHEEKS

**HIV COUNSELOR  
OUTREACH WORKER/  
PHLEBOTOMIST**  
Baltimore City Health  
Department, Local 44  
(Council 67)

### AFSCME PEOPLE Donor

I work for the Baltimore City Health Department as an HIV counselor, outreach coordinator, and phlebotomist. I work at a free clinic where people come in for STD testing and treatment. We help a lot of people.

I'm proud to be part of AFSCME because it's where we all come together to find strength in numbers. We need a union because people are losing jobs left and right. People in different positions aren't treated fairly, but AFSCME has always been there for all of us.

I donate to PEOPLE because the cost of living is going up, people are struggling. We can change that when our political voice is stronger. If I can give money to support the community, I'm happy to do it.



## DIANE MORRIS

**WEATHERIZATION TECHNICIAN**, Wisconsin Department of Safety and Professional Services, Local 1 (Council 24)

### What does a weatherization technician do?

Our job is to make sure that buildings are complying with state and federal energy efficiency laws.

### How did you get into this line of work?

When Gov. Scott Walker was elected, many state workers left. They asked me to keep doing my current plan entry job, work the reception desk and lead the rental weatherization program.

### That sounds like an awful lot of work for one person.

Yes, as you might guess, it's impossible to do three jobs. But I really, really tried. It went on like this for two-and-a-half years.

### How did it get better?

I was doing a job that was two pay grades higher. I went to Walker appointees and asked them about reclassification. I kept getting shut down, but I held my ground and continued to be polite.

My union representative told me about a workshop that our local union president put together on reclassification. Then someone in human resources wanted to do what was fair and what was right. She took up my cause and pleaded my case. One of the people who originally shut me down changed their mind. I think people want to be good. Sometimes they just don't know how.

## SAUL CAMACHO

**BAY AREA RAPID TRANSIT TRAIN CONTROLLER**, San Francisco, Local 3993 (Council 57)

### Can you tell me about your job?

My job is to control a system with as many as 50 trains. We control the dispatching of trains, the proper routings. The train operator oversees the safety elements as the "eyes and ears," and the rest of it is turned over to the control center.

We're one of the most on-time systems in the nation. We move roughly 425,000 passengers a day, and we're about 95 percent on-time.

### How did you come to work for BART?

I was a police officer in Illinois for several years, and I spent some time in the air traffic industry. Before that I worked as a 911 operator, so I have a varied background. I have the privilege of working with a number of people who came up through the ranks at BART, who started as station agents or train operators.

### What role does AFSCME play in your work?

AFSCME is small here but we represent a pretty core part of what BART does. We have about 200 members. It's a collective of people who work in professional operations. When you interact with people in so many disciplines in such a small union it's hard to find common ground, but somehow we sit down at our meetings and we work it out.



# Union, Yes!

**After more than 18 months of hard work, home care providers in Vermont vote "yes" to form their own union through AFSCME.**

BY PABLO ROS

**T**he Vermont Labor Relations Board in Montpelier sits on an old residential street lined with Victorian-era homes. Its cozy interiors and sleepy surrounding town – a tiny state Capital nestled in green hills covered in pine trees – made it a highly unlikely setting for this year's largest labor organizing victory in the nation.

As the votes of thousands of home care providers deciding whether to unionize with AFSCME were counted on a sunny day in early October, two dozen supporters of AFSCME Vermont Homecare United crowded into the board's tight spaces. They smiled every time a "yes" vote was called out and cringed at the rarer "no" vote.

For more than 18 months, they worked toward this moment, through Vermont's icy hard winters and tire-sucking muddy season. They went door to door, having lengthy one-on-one conversations with fellow home care providers, urging them to stand up for themselves and those they care for by voting to join AFSCME.

Heather Boyd, a home care provider on the organizing committee, was there throughout those 18 months. And she was packed into the board for the vote count. Waiting.

"The moment we would hit 50 percent plus one, we knew we couldn't lose at that point," Boyd said, referring to a critical point when one final "yes" would signal that a majority of votes were cast in favor of forming the new union. It would be the moment in which AFSCME Vermont Homecare United would move from a possibility to reality for 7,500 home care providers across the state.

A little after 11 a.m., it came: "Yes." "I was like 'Wooooohoooo!'" said Boyd. "I was high-fiving the people around me and hugging folks. 'We won! We won!'"

Cheri Weber, another organizing committee member, joined her. "I was ecstatic and overjoyed," Weber said. When the moment arrived, she "turned around and there were people behind me who had teared up."

## **A Model of Grassroots Union Organizing**

In the final tally, more than two out of three Vermont home care providers who voted in the election cast their ballots in favor of forming the new union. "To see us come out at 71 percent was exhilarating," said Boyd. "It really drove it home that a lot of people chose to vote and the answer was overwhelmingly 'yes.'"

As Carolyn Kinglesmith, director of the AFSCME Vermont Homecare United campaign, put it, "This was a decisive win." But the numbers don't tell the whole story. This organizing victory was never a sure thing. It was contingent on, among other things, passage of a bill that would give collective bargaining rights to home care providers. And it was not an easy win, but rather the result of endless days of hard work in which people like Boyd and Weber, who had little or no organizing experience, took a chance on AFSCME.

"Many providers worked very hard to get the chance to vote for their union," Kinglesmith said. "They undertook this challenge passionately and with motivation, and they put their hearts and souls into it. I'm confident that they will move quickly toward reaching a fair contract with the state."

AFSCME Pres. Lee Saunders echoed that sentiment. "The home care providers of AFSCME Vermont Homecare United worked tirelessly to win collective bargaining rights in the Green Mountain State," he said. "Many spent countless hours meeting personally with other providers to explain why it was so important for them to have a voice on the job through AFSCME. At kitchen tables, on front porches, at picnics and even in the grocery store, these home care providers showed their fellow providers how coming together through AFSCME brings them one step closer to better pay and benefits, overtime protections, and training opportunities."

AFSCME Sec.-Treas. Laura Reyes, who was a home care provider, added that the Vermont home care workers'

**"It's important when a state has recognized the value these workers provide for America's most vulnerable citizens."**

—Danny Homan,  
International vice president



**Clockwise from top: Smiling home care providers celebrate victory; Mary Montgomery Warren testifies at the Vermont House of Representatives; Vermont maple syrup bears an AFSCE Vermont Homecare United campaign label.**



determination "inspires us, and this victory serves as a model for grassroots union organizing work across this country."

Indeed, this organizing win – with 7,500 eligible voters making it not only the largest in the nation in 2013 but the largest in Vermont state history – inspired AFSCME activists from coast to coast. Volunteer member organizers from all over the country traveled to Vermont during the past two years to share their experiences with Vermont providers. AFSCME Vermont Homecare United will join their sisters and brothers of Council 93, which represents more than 45,000 state, county and municipal employees in Maine, Massachusetts, New Hampshire and Vermont.

"The council is very excited," said Frank Moroney, executive director of Council 93 and an AFSCME International vice president. "The entire council was engaged in this campaign, and it took everyone's efforts to move forward. We're looking forward to working on a first contract."

AFSCME represents some 125,000 home care providers in the nation. Its largest concentration of home care members is the 65,000 providers in California, who are members of the UDW Homecare Providers Union, Local 3930. That's AFSCME's largest affiliate in California and it has represented home care workers for nearly 30 years, helping to improve patient care and worker treatment through the state's In Home Supportive Services program.

"I think the Vermont victory demonstrates that AFSCME made it a priority to organize home care providers as well as child care providers and other non-traditional workers," said Doug Moore, UDW executive director and an AFSCME International vice president. "This helps build political power and is an integral part of building the labor movement. It also helps to build power within the communities in which home care providers live."

The idea that the Vermont home

**"The moment we would hit 50 percent plus one, we knew we couldn't lose at that point. I was like 'Wooooohoooo! I was high-fiving the people around me and hugging folks. 'We won! We won!'"**

— Heather Boyd, Vermont  
Homecare United

care organizing win is celebrated as a victory for all workers was echoed in the Midwest.

"It's important when a state has recognized the value these workers perform for America's most vulnerable citizens," said Danny Homan, president of Iowa Council 61 and an International vice president, referring to home care providers, who care for people with disabilities and the elderly. "More and more states across our nation need to do that, and we need to provide them with a living wage and benefits."

#### **Other Important Victories**

Success in Vermont wasn't the only important achievement for home care workers this year. In November, providers from across the country will gather in Burlington to share their stories and learn from one another for the first ever AFSCME National Home Care Provider Conference.

In Iowa, home care providers and those they care for achieved a major win in September when they helped preserve the jobs of providers who are part of a program that gives more than 4,500 consumers control over the care they receive. The program is the most popular among home care consumers in the state, but the state's Department of Human Services intended to eliminate the individual provider option.

Council 61 immediately mobilized home care providers and consumers to prevent the disastrous rule change from going into effect. "This decision represents a major victory for individual providers, their consumers,

and the bipartisan coalition we built that stood up for some of the most vulnerable Iowans," Homan said. "We will continue our efforts to be the strong voice that protects providers and their consumers."

Also in September, the Obama administration announced it would extend minimum wage and overtime

protections to home care providers, a huge victory that was long overdue.

For years, AFSCME advocated for the changes announced by the White House. The new protections follow decades of home care providers' work being underestimated, undervalued and underpaid. As Heather Boyd, the Vermont home care provider, well knows, she and her fellow providers are often treated as babysitters making a little extra pay, when in fact most of them are women who rely on the income to support their families.

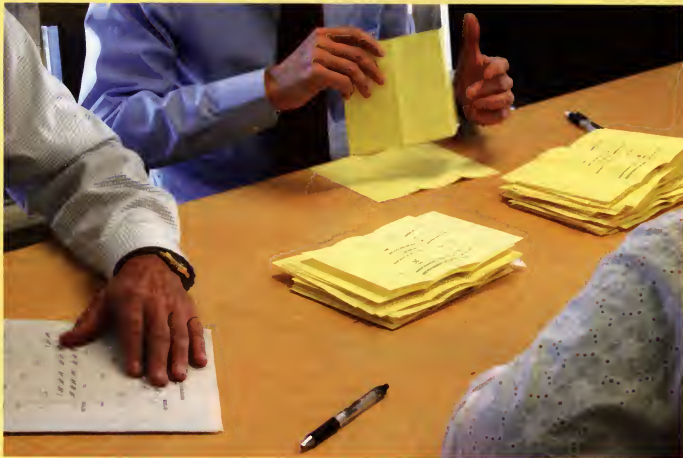
Home care workers are disparagingly said to provide "companionship services," when in fact their work is increasingly valuable as our country's population ages and they help save billions of dollars in hospital, hospice and nursing home costs.

The decision by the Obama administration to extend Fair Labor Standards Act or FLSA protections to home care providers is a welcome sign that such misconceptions may be changing for the better. Boyd said she looks forward to the day when she'll be able to achieve the goal of a livable wage, better hours and improved working conditions through the collective bargaining process.

"Once we become stronger and we get recognition as having a real career, we can come forward and say, 'Hey, these are real jobs and we need to really negotiate and talk about our benefits,'" Boyd said. "We can make this happen."

#### **Moving Forward**

Even as home care providers in Vermont held a celebration on the



Top: Ballots are tallied; Bottom: Provider Janelle Blake grins while opening her ballot.



night of their hard-won victory, their minds were already looking forward to the tasks ahead.

In the next few months, they need to vote on a bargaining team. Nomination forms were mailed the day of their big win and were due back by the middle of the month. Once a bargaining team is elected, they can start focusing on their priorities. Surveys were sent to determine what those priorities will be.

They'll also have to choose a local number that reflects the uniqueness of AFSCME Vermont Homecare United. It's all part of the grassroots organizing approach that AFSCME embraces: Members guide our union, starting at the local level.

In January, the Vermont providers will begin to negotiate their first contract. "I'm so grateful," said Cheri Weber. "I'm looking forward to more

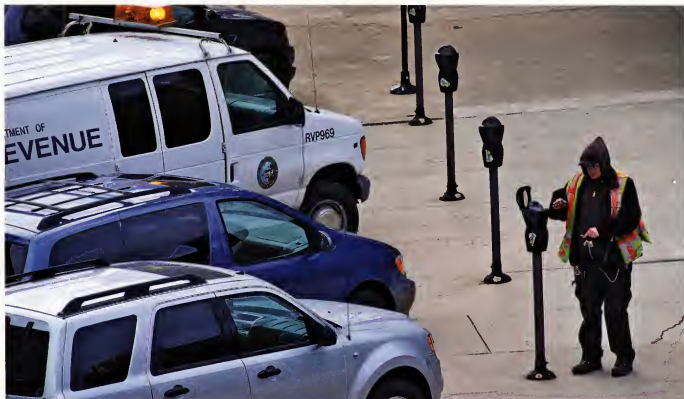
hours for myself and more hours for the people we care for."

The experience of forming their own union had an added bonus to many home care providers: They were deeply gratified by the organizing work. The feeling of building a union from the (sometimes mud-covered) ground up. For the past 18 months, they met other home care providers facing the same issues they did, and they were heartened to know that in this fight they were far from alone.

Like Heather Boyd, others know they are now permanently involved in the labor movement and working for progress.

"I definitely want to continue organizing," Boyd said. "It's in my blood now."

Email comments to [pros@afscme.org](mailto:pros@afscme.org).



# Chicago Parking Meters: An Outsourcing Fiasco

**When Wall Street wants more money, they come for public services. In the Windy City, the alleged benefit dried up in two years but the damage remains for 75.**

BY PABLO ROS

In February 2009, Mayor Richard M. Daley of Chicago pushed through the City Council a new outsourcing scheme. This one involved public parking meters.

Aldermen on the council had practically no time to review the plan to lease the city's parking meters before a vote, even though city officials worked on it behind the scenes for more than a year. The idea came from the Chicago-based investment firm William Blair and Company, which saw a way to enrich its bottom line. The private firm

was politically well-connected and did not go through any bidding process to get the outsourcing job.

Among other things, William Blair and Company was tasked with putting a price tag on the city's parking meters. It also brought one of its clients, Wall Street bank Morgan Stanley, to the table. When they finally got up from that table, the final deal was a 75-year, \$1.15-billion agreement between the City of Chicago and "Chicago Parking Meters, LLC," a consortium led by a Morgan Stanley

investment group. In the deal, the City of Chicago got quick cash and investors found a safe place to put their money in.

Everyone won, right?

Hardly. Not only was the money – yes, the \$1.15 billion – nearly gone by the time Daley left office less than two years later, but Chicago residents lost out in other ways. Here's what outsourcing in Chicago brought:

- Analysts determined the city's parking meters were worth \$1 billion more than they were

leased for. That billion stayed with the Wall Street bank, not the people of Chicago.

- Within months of the deal, parking rates in some areas of the city quadrupled. Since then, rates rose every year between 14 and 25 percent.
- According to the terms of the agreement, should the city decrease the number of parking meters in a way that hurts profits, taxpayers will have to make up the difference.
- If a street is closed for a parade or festival, taxpayers must reimburse Morgan Stanley and its partners for loss of profits.
- The city cannot build parking lots for the entire duration of the agreement – again, that's 75 years – because they might compete with parking meters.

These are just some of the absurd consequences of a terrible deal that was cooked up behind the scenes with Wall Street, not public welfare, in mind. Though Mayor Rahm Emanuel negotiated small improvements, it's likely Chicago drivers will continue to enrich Morgan Stanley and wealthy investors for the next 71 years, one parking-rate hour at a time.

Chicago's parking meter fiasco is just one example. Outsourcing occurs throughout the country, because it's an often stealthy way for Wall Street privateers to pad their pockets, while working families are left behind. Wall Street-backed politicians are making their job that much easier.

It doesn't have to be this way. Keep reading.

## So You've Decided to Increase Transparency and Accountability in Public Dealings

AFSCME works closely with In the Public Interest, a resource center whose mission is to promote transparency and accountability in public contracts. Working together, we're increasing awareness of the

dangers of outsourcing and preventing bad deals from harming the public. In Chicago, we are working together to pass an ordinance that would increase accountability and transparency in outsourcing schemes.

In other words, no more backroom deals with little public review.

In the Public Interest's Taxpayer Empowerment Agenda contains many essential elements. Among other things, it seeks to ensure that:

- Private companies receiving tax dollars are forced to open their books and meetings to the public, just like government does.
- Governments are allowed to cancel contracts made with private companies if the companies don't live up to their promises of quality and cost savings.
- Before a deal is signed, a study is produced and made public showing how outsourcing would affect the larger community.
- Competitive bidding occurs when a contract expires, rather than the contract's automatic renewal.

## What You Can Do

Perhaps the only good to come out of terrible outsourcing deals like the Chicago parking meters scheme is that it offers a clear-cut example of past mistakes and offers a roadmap for how avoid them in the future.

Don't be afraid to call your local and state representatives, or go to a

city council meeting, and tell them that you oppose selling off city assets to the highest bidder, and that you demand transparency and accountability in all public matters. Here are some points you can share with them:

- Our tax dollars should stay in our communities, not profit Wall Street or be sent overseas.
- When corporations cut corners to make a profit, the quality of the work suffers and the public's health and safety is put in jeopardy.
- We shouldn't hand over control of public services to big corporations because they are in the business of making a profit, not protecting the public welfare.
- Corporate CEOs make decisions that affect us all, but taxpayers don't have any say in who they are or how they operate, and they can't vote them out. That's not right.

Your representatives are listening, too. In West Haven, Conn., a city councilman concerned about a proposal to outsource school food services in his city to a for-profit company proposed new protections for taxpayers. After hearing from AFSCME Council 4 members, Councilman David Forsyth introduced a series of protections that will ensure public services remain under local taxpayer control.

And while the current mayor of Chicago, Rahm Emanuel, entered into several unwise and harmful out-

sourcing deals, even he recognized the need for more transparency and accountability in public-private agreements. Recently, he cited mistakes in the city's parking meters lease in justifying his decision not to outsource the operation of Midway Airport, showing it's possible to learn from one's mistakes.

Send comments to [pros@afscme.org](mailto:pros@afscme.org)





# Look for the U

Whether shopping for the holidays or picking up a gallon of milk, don't leave your union values

BY OLIVIA SANDBOTHE

**W**e work hard to make a living, so it doesn't make sense to hand over those dollars to businesses and corporations that don't support basic worker rights – like unionization or fair pay. Why pad the pockets of CEOs who use them to write big checks to politicians who crush workers' rights?

Informed shoppers who buy union-made products demonstrate they support employers who treat workers fairly and responsibly. And buying goods made in the United States can help slow the offshoring of American manufacturing jobs. As a consumer, making a difference can be as easy as taking an extra second to check labels at the grocery store. In fact, you probably already use union-made products in your home and don't realize they're manufactured by your sisters and brothers in the American labor movement.

## PRACTICE WHAT WE PREACH

It can be hard to stay informed and practice what we preach, acknowledges Ohio resident Tara Wagener Hall, on AFSCME's Facebook page ([facebook.com/afscme](https://www.facebook.com/afscme)), but a little effort goes a long way. "I do my best, but if I boycotted every business who was anti-worker, I'd never be able to buy anything," Wagener Hall wrote. "So I avoid the most egregious offenders, support striking workers by not crossing picket lines, and I am vocal about the need for more collective bargaining protections and higher wages."

There are countless quality union-made products and labor-friendly retailers across the country that you can support with your upcoming purchases for fall and the holidays. Here, we've listed just a few of them. To find the best options in your community, visit [labor411.org](http://labor411.org), a great resource for shopping union when you're shopping locally, and [unionplus.org](http://unionplus.org) for national chains that sell union-made goods.

Also, if you have a smartphone, download the Buycott app, which scans barcodes of products and gives you the scoop on the company selling it. It's easier than carrying around a binder listing all of the Koch brothers' company holdings the next time you go into the grocery store.

## Thanksgiving

This Thanksgiving, we're showing our gratitude for our fellow American workers by setting the table with a union-made meal.

### Turkey

- Boar's Head
- Butterball
- Eckrich Deli
- Foster Farms
- House of Raeford Farms
- Klement's
- Saag's
- Sahlen's
- Thumann's

### Cranberries

- Ocean Spray

And after all that eating, you can pop a Pepto Bismal with confidence. The little pink indigestion remedies are made by union workers.

### Potatoes

- Ore Ida
- Betty Crocker
- McCain



# Union Label

behind when you hit store aisles and the Internet.

## The Shopping List

Here are some labor-friendly businesses and union-made products.

### Grocery Stores

- Safeway
- Giant
- Giant Eagle
- Stop & Shop
- Albertsons
- Kroger

### Children's Products

- Chubs baby wipes
- Gerber baby food
- Nestle baby food
- Radio Flyer wagons
- Oshkosh B'Gosh clothing

### Pet Supplies

- 9 Lives
- Fresh Step
- Friskies
- Science Diet
- Visit [unionpluspets.com](http://unionpluspets.com) for discounts on pet gear and insurance, too.

### Food

- Ball Park hot dogs
- Captain Crunch cereal
- Vlasic pickles
- Ore-Ida products
- JIF peanut butter
- Heinz catsup and mustard
- Dannon yogurt

### Sweet Treats

- Baby Ruth
- Butterfinger
- Hot Tamales
- Mike and Ike
- Smarties
- Tootsie Rolls
- Russell Stover
- Godiva

### Beverages

- Maxwell House coffee
- Pepsi
- Poland Spring water

### Cleaning Supplies

- Tide detergent
- Snuggles dryer sheets
- Palmolive
- Ajax
- Clorox
- Liquid Plumber
- Lysol

### Home Goods

- Costco
- All-Clad
- Electrolux
- Frigidaire
- Kenmore

### Personal Products

- Old Spice
- Colgate
- Coppertone
- Irish Spring
- Dove
- Advil

### Cold Weather Gear

With winter coming, you'll need to stock up on cold-weather supplies.

- Carhartt's "Made in America" line of outerwear
- Filson jackets
- Thorogood, Work One, Hellfire, Red Wing, and Softstreets boots
- Ames True Temper snow shovel
- Swiss Miss hot chocolate
- Chapstick

### Beer and Wine

- Anheuser-Busch
- Arbor Mist
- Budweiser
- Chateau Ste. Michelle
- Gallo of Sonoma
- Miller

# Help Is Available to Health Victims of Sept. 11 Attacks

## AFSCME helped create the federal program for those suffering in the aftermath of 9/11.

BY CLYDE WEISS

New York City public service workers Nancy Mercado and Jim Tucciarelli are among the thousands who were exposed to the noxious ash and dust that rose from Ground Zero on Sept. 11, 2001, and settled on much of Manhattan long after the terrorist attacks.

Mercado, an associate urban park ranger and a member of Local 983 (DC 37), was conducting a training class for new recruits at Battery Park City when the first plane struck the tower. She and other park rangers quickly fanned out to provide first aid, crowd control and other assistance, then helped evacuate thousands from lower Manhattan after the second plane hit.

Once the towers collapsed, she returned to help survivors, breathing in choking clouds of dust and debris. "It was harsh going down my throat, but we continued working," she said. "I was just thinking of getting everyone out and making sure everyone was safe."

Mercado started getting ill about six months later. "Just a dry, hacking cough and nothing comes out," she said. Her colleagues also were experiencing the same troubling respiratory issues.

Tucciarelli, president of Sewage Treatment Workers Local 1320 (DC 37), also suffered from his work in the disaster area. "Dust was all over everything," he said. Later, he experienced symptoms. "I started

coughing up blood. I thought maybe I strained myself. Then it became more frequent."

Both Mercado and Tucciarelli received free medical care through the World Trade Center Health Program, which is open to anyone whose health was affected by the attacks in New York, Washington, DC, and Shanksville, Penn.

"The care was so comprehensive," Tucciarelli said. "And there were doctors to explain to me what was going on with my body, and what to look out for in the future." He even met with psychologists. "That really helped me with a lot of ghosts I was carrying inside me," he said.

In the years after the attack, DC 37 – together with AFSCME's Federal



Government Affairs Department in Washington, DC, and other unions – helped craft and lobby for the federal health program as part of its efforts to get Congress to approve the James Zadroga 9/11 Health and Compensation Act of 2010. It is named after a New York police detective who died in 2006.

DC 37 continues to work with other unions to maintain funding for the program through an independent commission called the 911 Health Watch. The union received a federal grant to register responders and survivors for the health program, and created a website to inform members about it: [dc37.net/about/OSHA/wtchp.html](http://dc37.net/about/OSHA/wtchp.html)

Mercado, who now holds the rank of sergeant, is glad she was able to help others survive the attacks, despite the illnesses she's suffered. "I did my job," she said. "I'm fortunate – I was able to help people. I think that the Parks Enforcement Patrol Unit and all the other DC 37 locals involved did an excellent job, and did it without thinking."

**For information on the World Trade Center Health Program, go to [cdc.gov/wtcc](http://cdc.gov/wtcc) or call (888) 982-4748.**

**For information on the Sept. 11th Victim Compensation Fund, go to [vcf.gov](http://vcf.gov) or call (855) 885-1555.**

## Our Fight for Rights and Respect Continues

BY KYLE WEIDLEMAN

AFSCME remained on the frontlines of the battles for workers' rights at the state and local level this summer and fall. While we grew smarter and stronger in our fight against the anti-worker agenda, we must remain vigilant against opponents who refuse to give up. The following are some legislative challenges we face heading into the legislative sessions and elections of 2014.

### "Right-to-Work-for-Less" Attacks on Workers

#### OHIO



Anti-worker forces circulated petitions to get so-called "right-to-

work-for-less" on the statewide ballot. Should they get enough valid signatures to qualify, the measure would be placed on the 2014 ballot along with Republican Gov. John Kasich, who is up for election then, too. This should give the governor reason to worry: In 2011 more voters turned out to reject his bill to end public sector collective bargaining than turned out to vote for him in 2010. As if Kasich didn't have enough to worry about, his JobsOhio program was exposed as a slush fund for the governor's wealthy friends, corporate allies and political backers.

#### OREGON



Extremist activists are trying to use the ballot initiative process to promote "right-to-work-for-less" for public service workers. Because they gathered enough signatures by the July 3 deadline, this mea-

sure will appear on the November 2014 statewide ballot.

#### MISSOURI



Although Republicans hold veto-proof majorities in both chambers of

the Legislature, AFSCME's GOP allies helped stall a radical, anti-worker agenda. Gov. Jay Nixon vetoed a paycheck deception bill in June, which anti-worker lawmakers lacked the votes to override. Fearing another defeat, these anti-worker legislators are trying to evade the governor and get a "right-to-work-for-less" measure on the 2014 ballot. The last time voters acted on that issue, it was rejected by 60 percent of them.

### Other Anti-Worker Attacks

#### FLORIDA



Public workers and retirees defended retirement security—specifically the state pension system—from an attack by the governor and Legislature during the 2013 session. Gov. Rick Scott and anti-worker lawmakers plan to take another run at their plan to shift retirement

fund investment risks onto workers and retirees by replacing the current defined benefit (pension) system with a 401(k)-style defined contribution plan.

#### PENNSYLVANIA



Gov. Tom Corbett repeatedly tried to sell off or outsource many of the

Keystone State's most valuable public assets since he took office in 2011. Thanks to a united opposition from labor and progressive allies, he was unsuccessful. Corbett was blocked from cutting a deal to outsource the state lottery to a foreign gaming firm by state Attorney General Kathleen Kane, who concluded the deal violated the state constitution. Also, Corbett's attempts to privatize state liquor stores and change the state workers' retirement plan to a 401(k)-style system failed in the Legislature. The attack on Pennsylvania workers' retirement security is expected to be revived as early as this fall.

#### WISCONSIN



Gov. Scott Walker opened the door to expanding his infamous Act

10 (revoking collective bargaining rights) to all public service employees. Police and fire union members were excluded from the 2011 bill, but are now at risk of losing their collective bargaining rights as well. State Assembly Speaker Robin Vos was the lead author of so-called "right-to-work-for-less" legislation—which he claims is not currently a priority—but workers must be vigilant where their rights are concerned in the Walker regime.

### Reversing Bad Laws

#### ALASKA



Working families in Anchorage submitted 22,136 signatures—more than three times what was needed—to put a citizens' veto of the city collective bargaining ban onto the ballot. Although the law is suspended, City Council refused to schedule a vote until the state Supreme Court rules on the legality of the referendum.

#### ARIZONA



AFSCME members are working on a ballot measure that would reverse a massive voter suppression law. HB 2305 would make it easier for election officials to remove voters from the permanent early voter list, create new road blocks to petition circulation, and criminalize the act of dropping off someone else's early ballot on Election Day.

Carnvassers submitted 146,000 signatures, far exceeding the 86,405 signature threshold—suspending the law until the November 2014 statewide election.

Many of these looming fights seem daunting. But AFSCME members won substantial gains for working families in recent years—from the citizens' veto of Ohio SB 5 to taking back control from legislators in Maine, Minnesota and New Hampshire. We will continue to fight these issue battles through the legislative sessions of 2014. Because when we fight together, we win.

Send comments to  
kweidleman@afscme.org

# RESOURCES



**AFSCME membership has many advantages. Check out some of the great resources available throughout the year.**



## **Hurt by Furloughs? New Union Plus Sequester Furlough Grants Can Help**

Union Plus Credit Card, Mortgage and Insurance program participants facing financial hardship from government sequestration furloughs can get help from a new Union Plus Sequester Furlough Grant.\*\*

To qualify for the \$100 grant, union members must:

1. Have completed 10 or more days of a federal, state, county or municipal agency furlough between July 1, 2013, and Dec. 31, 2013.
2. Have had a Union Plus Credit Card, Mortgage, Life Insurance or Accidental Death Insurance Policy\* in good standing for at least 12 months.
3. Complete an application at [UnionPlus.org/Furlough](http://UnionPlus.org/Furlough) and provide official documentation of the furlough from your federal, state, county or municipal agency of employment, stating the dates of furlough.

Additional qualifications may apply for grant eligibility. Applications must be received by **Dec. 31, 2013.**

Visit [UnionPlus.org/Furlough](http://UnionPlus.org/Furlough) to download the application, then complete, sign and mail the application and all required documentation to: Union Plus, Sequester Furlough Grant, 1100 1st Street, NE, Suite 850, Washington, DC 20002. Please allow six to eight weeks for application processing. You will be notified by mail when your application is approved or denied.

\*NO-COST ACCIDENTAL DEATH POLICIES DO NOT QUALIFY. \*\*THIS GRANT IS ADMINISTERED BY UNION PLUS®.

## **AFSCME Advantage Credit Card**

The AFSCME Advantage Rewards Card earns 1.5 percent cash back on all purchases! This card, issued by CapitalOne – a U.S.-based bank – is designed to meet the needs of hard-working union members. It has a low intro APR for 12 months, competitive rates and no annual fee. An alternative card offers a low intro APR for 15 months for those who want to transfer a higher rate balance and save on interest. Eligible AFSCME Advantage cardholders are also eligible after three months for assistance grants in the event of job loss, disability or hospitalization.

For details, visit [AFSCMEcard.com](http://AFSCMEcard.com)



## **Public Safety Protection Program**

AFSCME Advantage now offers the AFSCME Public Safety Protection Program (PSP). Its low premium is available only to public safety members of AFSCME. This benefit provides added protection for on-the-job legal actions. In order to access the PSP, public safety protection officers must join the Public Safety Officers of AFSCME Association (PSOAA). Enrollment in PSOAA is free and exclusive to public safety members of AFSCME. The online application takes only minutes to complete.

Visit [psaa.org](http://psaa.org) for more information



## WASHINGTON DC

### AFSCME Members Hit by Shutdown Help Tourists in Nation's Capital

Megan Burger felt bad for the tourists who wouldn't get to see the Washington, DC, monuments and museums that were closed as a result of the GOP government shutdown.

"There are tens of thousands of visitors who saved perhaps for even a lifetime to come to Washington, DC, and won't be able to see places like the U.S. Capitol, the monuments or the museums," said Burger, a Capital Guide Service employee who is a member of AFSCME Local 658 (Council 26) and was furloughed. "They won't get to appreciate what DC has to offer."

In early October, she and a few dozen of her AFSCME sisters and brothers stood in front of the National Museum of Natural History handing



out information to tourists on what memorials, museums and other tourist attractions they could hope to find open and which were definitely closed.

They also held signs stating, "I would rather be working for you!" and waved to honking vehicles.

Burger said she became a public servant because "I feel like it's very special to represent Congress and American history to people every year – it's always been very much an honor to me and it still is."



Members of AFSCME Local 658 (Council 26) hold "I would rather be working for you!" signs in front of the National Museum of Natural History in Washington.

Seth Couslar, an engineer for the Federal Aviation Administration who is a member of AFSCME Local 1653, worried he would have to pull one of his kids out of college if the shutdown persisted.

"The rights of employees are not considered in all of this," says Couslar, whose expertise is in designing navigation systems so airplanes may safely land and take off. "As public servants we're not in it for the money. I just wish representatives in Congress would do their jobs."

## JERSEY CITY NEW JERSEY

### School Security Outsourcing? Hold It Right There

The Jersey City School District had a plan to outsource the schools' security guards. It was a misguided scheme that would jeopardize student safety. So AFSCME members got to work and they won.

Members of Local 2262 and Council 52 joined parents and community leaders to take their fight to the school board. They raised the community's awareness about the shortfalls of the proposed for-profit company that would be responsible for protecting Jersey City's children.

"Using research we conducted with our national union, we stood against outsourcing here in our schools – letting the school board know the company they wanted to hire had a history of bad decision-making," said Bill Murawski, Local 2262 president. "We exposed countless infractions and safety concerns from their other clients."

Realizing the effect a long, negative campaign would have on the company's reputation and bottom line, it withdrew the proposal to take over the school district's security. But, not before making one more very bad and very public decision.

"On Sept. 12, in the shadow of the new World Trade Center, the company went into one of our schools with an armed man to test existing security measures," said Rich Gollin AFSCME Council 52's executive director. "They did not alert anyone they were coming in – including the police – and they caused undue concern for students, staff and parents. This was downright stupid."



# AFSCME

## ACROSS AMERICA

### LOS ANGELES CALIFORNIA

## UC Workers Sit Down to Stand Up for Workers' Rights

More than 400 members of Local 3299 demonstrated at the UCLA campus in July just days after the UC administration imposed their final contract offer, affecting nearly 12,000 patient technical care workers in the university's hospital system.

The AFSCME members blocked campus traffic for nearly three hours as they stood up for working families in the UC system. Approximately 25 members were arrested for conducting an "unlawful gathering" in a busy UCLA intersection. Although the traffic jam was inconvenient for some L.A. drivers, it was not nearly as infuriating as the university's bad-faith bargaining.

This was the local's second demonstration. After contract negotiations stalled in May, the union conducted a two-day strike to demand hospital executives put patients before profits. UC administrators refused for nearly a year to negotiate reasonable safe staffing, retirement security and fair wage proposals.

Then, while rewarding themselves with hefty pay packages and bonuses, they offered a contract that would have resulted in reduced patient care, unsafe staffing levels and significant



Local 3299 members block a busy intersection on the UCLA campus to protest the university's proposed contract for UC patient technical workers.

retirement and health care givebacks for workers.

"[UC administrators] need to answer about why California taxpayers have to subsidize any public administrator at UC who is bringing in a third of a million dollars in pension [payments] every year" while employees must work without a contract, said Local 3299 Pres. Kathryn Lybarger, also an AFSCME International vice president.

Local 3299 launched [takebackuc.org](http://takebackuc.org), a coalition of workers, students, patients, and taxpayers who expose UC mismanagement and advocate for reforms needed to improve the university system for future generations.

AFSCME Pres. Lee Saunders, speaking at Local 3299's MAT Conference in July, praised their efforts: "You've negotiated in good faith; they never really negotiated at all. But with your strike you staked out new ground. And even though you went back to work, you are never going back to business as usual."

### CONNECTICUT

## Court Ruling an 'Unequivocal Defense' of Union Members' Rights

The U.S. Court of Appeals for the Second Circuit ruled in June in favor of 2,800 Connecticut state employees — 700 of whom are AFSCME members — who were illegally fired in 2003 based on their union membership.

The case stems from a dispute that

began in late 2002 when then-Gov. John G. Rowland and his budget director, Marc Ryan, asked a coalition of state workers (including the AFSCME members) to make \$450 million in long-term concessions under existing collective bargaining agreements.

They targeted unionized employees only and threatened to fire many of them should they refuse to meet their demands.

The unions made an alternative proposal and bargained in good faith, but the Rowland administration fired 2,800 unionized employees anyway.

The Court of Appeals sent the case back to a U.S. District Court to decide how much money should be awarded to the fired workers to compensate them for their losses. The

state's attorney general had until Oct. 14 of this year to appeal the ruling.

"AFSCME fought hard for 10 years on behalf of our members, and we're elated about the U.S. Court of Appeals' decision, which is an unequivocal defense of union members' constitutional rights," said Council 4 Exec. Dir. Salvatore Luciano, also an AFSCME International vice president. "But the attorney general's decision to take this case to the U.S. Supreme Court will only serve to delay justice while adding to the substantial legal costs already borne by Connecticut taxpayers."

The employees can also pursue civil penalties against Rowland and Ryan in their individual capacities.

## MARYLAND, NEW JERSEY, DELAWARE

### Members Rev Engines for PEOPLE Power

AFSCME motorcycle enthusiasts and their families participated in the First Annual PEOPLE Poker Run this summer, raising money that will give workers a stronger voice in elections through their donations to pro-worker candidates.

Riders enjoyed a 70-mile scenic route through rural Maryland, stopping at five points along the way to draw a poker card. At the end of the run, the player with the best hand won a trophy. Dawon Taylor, grandson of Maryland Retiree Chapter 1 Sec.-Treas. Virginia



Bikers motor through Maryland for the AFSCME PEOPLE Poker Run.

Taylor, won the best poker hand. Taylor scored a double victory Saturday, as his green Yamaha won the People's Choice Award for best motorcycle.

After the finish, members came together for a family-style cookout with AFSCME Sec.-Treas. Laura Reyes, who reminded them of the

importance of PEOPLE.

"When you give to PEOPLE, you empower yourselves and our union," Reyes said. "Your dollar goes up against a dollar from a corporation that wants to eliminate workers' rights."

Sponsoring the event were Council 67 Exec. Dir. and International Vice Pres. Glen Middleton; Council 67 Pres. Dale Chase; Council 3 Pres. Patrick Moran and Local 2250 Pres. Shirley Adams.

As a result of the success of the Maryland ride,

AFSCME members in Delaware and New Jersey held an East Region Poker Run. The player with the best poker hand was Barry Smith, vice president of Local 218 (Delaware Council 81). David Leiter, president of Local 640 (Council 81) won the People's Choice Award for best motorcycle.

## PUEBLO COLORADO

### Two Members Honored for Rescuing Girl from Abusive Parents

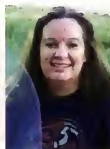
Two Pueblo, Colo., foster care caseworkers, members of AFSCME Local 1335 (Council 76), were honored for tirelessly researching the family details and harrowing case history of a 9-year-old child — work that was crucial to finding a safe home for the child.

Josette Jaramillo and Lori Rafferty were recognized with Excellence in Practice awards for work performed in 2012 by the state of Colorado division that administers foster care. Jaramillo is president of Local 1335 in Pueblo and vice president of AFSCME Council 76. Rafferty is a member of the local.

The girl's parents brought her to the state to put her into the foster care system, saying she had no siblings or relatives. But Jaramillo's investigation ultimately revealed the parents had an extensive history of child abuse and sexual abuse — and that they had at least 18 adult and other adopted children between them. Moreover,



Josette Jaramillo



Lori Rafferty

12 were removed and placed permanently with relatives.

Getting creative through such non-traditional search methods as Facebook, Rafferty uncovered the girl's 18-year-old sister, who was living with her 16-year-old sister in Texas.

They told Rafferty about sexual abuse and neglect suffered at the hands of the

biological parents, and provided contact information for three other siblings.

After all that detective work, the Department of Human Services began filing for termination of the biological parents' parental rights. And the adoptive parents of the 16- and 18-year old girls expressed a desire to adopt the 9-year-old.

To top it all off, Jaramillo and Rafferty had the privilege of introducing the younger girl to two of her five biological siblings.

"I felt awesome," Jaramillo said. "She now realizes she's not alone in the world."

Rafferty was also deeply affected by the case. "It doesn't matter how many times I find family. The gratitude that comes from these children and youth is the biggest and the best reward."

# AFLCME

## ACROSS AMERICA

LOS ANGELES CALIFORNIA

### At AFL-CIO Gathering, Workers Everywhere Urged to Join a More Inclusive Labor Movement

Labor union delegates to the 2013 AFL-CIO Convention in Los Angeles outlined a broader and more inclusive future for the American labor movement.

"The labor movement consists of all workers who want to take collective action to improve wages, hours and working conditions," the delegates resolved. "Our unions must be open to all workers who want to join with us."

Union members can take a step toward growing the movement right away, by sponsoring a friend, family member or neighbor to become part of the labor movement. Working America is an allied organization of the AFL-CIO that builds community support for the labor movement by enlisting non-union workers in the fight. You can help someone join by going to [workingamerica.org](http://workingamerica.org).

AFL-CIO Convention delegates were energized by speakers, including AFSCME Pres. Lee Saunders, who presented the resolution that called for a broader, more inclusive and effective labor movement.



Massachusetts Sen. Elizabeth Warren addresses the AFL-CIO Convention.

"The labor movement has always been one of the greatest forces for social and economic justice in our nation," Saunders told the delegates. "We are built on the idea that those who contribute to America's prosperity must share in our prosperity – and that is not happening today. Therefore, our movement must have the wherewithal to strengthen worker's voices and build workers' power."

Massachusetts Sen. Elizabeth Warren delivered a passionate speech, calling for raising the minimum wage, comprehensive immigration reform that protects workers, defending Social Security, and calling for legislation to create jobs and rebuild America's infrastructure.

"Our agenda is America's agenda!" she said. "If we fight for it, we win!"

TALLAHASSEE FLORIDA

### AFSCME Members Prevail in Pension Fight

In a victory for Council 79 workers and retirees, the Florida state Senate rejected a bill, supported by the right-wing American Legislative Exchange Council, which would have kept state public service workers from enrolling in the state's pension system.

The action effectively ended debate for that legislative session on overhauling the state's \$136 billion

pension plan, which is used by more than 600,000 public service workers, including teachers, police and firefighters.

Working closely with the Florida Retirement Security Coalition, AFSCME members actively opposed the pension changes, calling legislators and visiting the state Capitol on Lobby Day to make the case for retirement security.

"Once again, Council 79 members took it to the streets and made the difference," said Council 79 Pres. Jeanette D. Wynn, also an AFSCME International vice president. "Retirement security for state workers is now protected because of the hundreds of us who came up for Lobby Day and

traveled as much as 10 hours away to oppose this."

Florida House Speaker Will Weatherford (R-Wesley Chapel) pushed a bill through his side of the Legislature on a party-line vote. It would have closed the Florida Retirement System's traditional pension to new employees. The Senate action makes that House bill moot.

Lawmakers abandoned an alternative Senate bill that would only have given workers a financial incentive to turn to 401(k)-style retirement accounts instead of the pension plan.

The effort to push public employees away from the state pension plan has its roots in efforts by ALEC to advance its anti-worker agenda.

## OKLAHOMA CITY OKLAHOMA

### ALEC's Attack on Workers Not OK in Oklahoma

When the corporate-backed, radical right-wing group American Legislative Exchange Council (ALEC) convened in May for its annual summit, attendees got a less friendly welcome than they might have imagined in the conservative state.

Outnumbering conference attendees, more than 700 Oklahomans showed up for a "Rally for the Middle Class." AFSCME members stood shoulder-to-shoulder with community allies and members of the International Association of Fire Fighters and the Teamsters.

The 40-year-old ALEC promotes corporate-friendly legislation. They've supported right-to-work-for-less laws, prison privatization, and education

outsourcing. Were it not for AFSCME members, its conference attendees might have had a warmer greeting in the state where Gov. Mary Fallin was named ALEC's Legislator of the Year in 2009.

"I've never been more proud of AFSCME," said William Byles, president of Local 2406. "Workers' comp, retirement security and quality public services are too important to just hand over. Now, ALEC knows

that anywhere they go, AFSCME will go too."

ALEC tried to silence protestors by taking away their previously reserved conference room for their rally and successfully blocking journalists from attending sessions even though they were registered. ALEC also put a disclaimer on all sample legislation and agendas which says, "ALEC believes it is not subject to disclosure under any

state Freedom of Information or Public Records Act." In a laughable disconnect, ALEC recently told the press "we really believe in transparency."

Despite ALEC's best efforts, protestors continue to speak out and be heard. AFSCME members at nearly every local in the state attended educational seminars on ALEC's work to dismantle the middle class. Oklahoma AFSCME members are more ready than ever to fight privatization efforts and attacks on workers' rights.



AFSCME members were among more than 700 community allies and union members who protested right-wing group ALEC at their annual conference.

## NATIONAL

### In Landmark Move, Minimum Wage, Overtime Protections Extended to Home Care Workers

The Obama administration announced in September that it will extend minimum wage and overtime protections to home care providers, who for too long labored for lengthy days, doing work that is intensely physical and personal, without coverage by protections that benefit most other workers in the country.

AFSCME represents 125,000 home care providers.

Kady Crutchfield of Riverside, Calif., a member of United Domestic Workers/AFSCME Local 3930, said the extension of the Fair Labor Standards Act regulations to home care workers will have a positive effect in the lives of both providers and consumers.

"I personally work overtime and do not get compensated," Crutchfield said. "I am committed to providing the best care for my client. Paying so poorly for such important work is unfair to us and the people who rely on our support and services."

AFSCME advocated for years for the changes announced by the White House. Those changes follow decades of home care providers' work being underestimated, undervalued and underpaid. These workers were often treated as babysitters making a little extra pay, when in fact most home care providers are women who rely on the income to support their families. And as our country's population ages, their work keeping clients as independent as possible in their homes saves billions of dollars in hospital, hospice and nursing home costs.

The new regulation will take effect Jan. 1, 2015.

Under the new rule, home care workers hired through a company or third-party agency may not be exempt from minimum wage and overtime pay. Live-in domestic service workers employed by an individual or family are exempt from overtime pay but must be compensated for all hours worked at the federal minimum wage.

# AFSCME

## ACROSS AMERICA

### MADISON WISCONSIN

## Gov. Scott Walker's Crackdown on Protest Singing Hits a Bad Note

In his latest attack on personal liberty, Gov. Scott Walker ordered police to arrest and ticket members of AFSCME and others who demonstrated their opposition to Walker's anti-worker policies – by gathering at the state Capitol daily to sing protest songs.

The noon-time sing-alongs began in March 2011 after Walker stripped more than 200,000 public service workers of their union rights. Walker's crackdown began in September 2012. Hundreds of tickets were issued because the singers refused – on First Amendment grounds – to secure a permit to assemble in the Capitol. Many tickets were later dismissed, but ticketing resumed in July following a U.S. District Court ruling that Capitol police could require permits for groups of 20 or more.

The singing continues, and more than 200 were ticketed, including Jana Weaver, assistant director of Wisconsin State Employees Union (WSEU)/AFSCME Council 24. Her crime: singing with too many others without a permit on Aug. 13.

"This is all about intimidation" by the Walker administration, said Weaver, who pled "not guilty" during her court appearance in September. "This is no different than a parking ticket, but they're actually handcuffing and frisking



AFSCME members join sing-along in Madison Capitol.

you" before issuing a municipal citation.

The songs themselves are traditional protest and civil rights songs, such as "This Land Is Your Land" by Woodie Guthrie, sometimes with the words changed slightly to link them to Wisconsin and the battle over workers' rights.

"It's all about the horrible things Walker's doing to our state," said Weaver. "It's an absolute phenomenon. They've never missed a day. Ever since March 2011, I would go there when I could, sing with them."

"This daily reminder to Walker is the only thing that he and his right-wing cronies have not been able to crush," AFSCME Council 24 Exec. Dir. Marty Beil wrote in August after joining a solidarity sing-along. "It's time for union members and leaders, public and private sector, to join in and vocally and visibly speak out."

### ST. LOUIS COUNTY MINNESOTA

## Members Ratify Contract, Averting Strike

Members of Local 66 (Council 5) ratified a contract in September after the county dropped a divisive sick leave provision that would have reduced sick leave benefits for some workers.

More than 1,000 St. Louis County employees – two-thirds of the county's workforce – worked under a contract that expired Dec. 31, 2011. During negotiations, the county proposed to reduce the maximum banked sick leave from 1,900 hours to 1,150 hours for new hires. The provision would have eroded the union's strength over time by weakening contractual benefits.

Seeking fairness, AFSCME countered with 1,500 hours for all employees, present and future, except those who already earned sick leave over the new

cap. When that proposal was rejected, the workers threatened to strike. Shortly after, the county dropped its unreasonable demand and a contract vote was set. The employees had the option to vote to ratify the contract, or to vote no and reauthorize a strike.

"We forced the county to drop its demand for a divisive two-tier contract," said the negotiating team leader, Steve Kniefel. "We put the county on notice that AFSCME won't cave in to union-busting tactics that pit worker against worker."



## OLYMPIA WASHINGTON

# Evergreen College Employees Win Contract Victory After Long Fight

Seventeen months of tough negotiating, aided by a one-day strike to make their point in a very public way, led to a first contract victory this summer for members of the Student Support Services Staff Union at the Evergreen State College in Olympia.

The union is part of Local 443 of the Washington Federation of State Employees/AFSCME Council 28. Its 57 members – academic counselors and advisors, dorm residence directors, mental health advisors and athletic coaches, among others – ratified their contract on a near-unanimous vote in June. It took effect in July and runs through June 30, 2015.

In May, before reaching a tentative settlement, the employees went on strike to advocate for the resources they need to provide the best possible services to their community. Their dispute with management was over their demand for due process for disciplinary actions and compensation that is roughly on par with other college staff.

The Local 443 members were joined by more than 200 of their allies at the college and in Council 28 at 12 locations throughout the campus. A “Day of Action” rally also was held in the college’s Red Square. Soon after, they reached a tentative agreement with management.



The Student Support Services Staff Union at the Evergreen State College in Olympia went on strike for one day in May to demand job security and fair pay. They reached a contract settlement in June.

The new contract includes “just cause” due process rights for disciplines. Also, it establishes a union-management committee and a three-step grievance process that includes binding arbitration through a neutral third party.

The members – who never received step increases – will now start getting them, plus across-the-board wage increases totaling 4 percent; 3 percent on July 1, 2013; and 1 percent on July 1, 2014. They also won a one-time bonus payment equal to 1 percent of the employee’s annual salary.

## IOWA

# Home Care Providers, Consumers Score Major Victory

A powerful bipartisan alliance of Council 61 home care providers and Iowa consumers scored a major victory in September, preserving a program that allows those who need care to work directly with individual home care providers.

Iowa’s consumer-directed attendant

care (CDAC) providers were threatened, despite the program’s success as the most popular choice of home care consumers (the disabled persons who hire the home care provider). More than 4,500 consumers control their own care.

The state’s Department of Human Services proposed eliminating the individual CDAC option, and consumers would have been forced to use an agency or a financial institution to find care. Individual CDAC providers would have lost their jobs.

N. Jean Hayes of Waterloo, a CDAC provider and Local 1100 member, explained how essential her work is to her client: “My client, who is legally blind, depends on me to take her to her appointments, to keep her home clean, to

cook, to fill her syringes with medication, and to take her to church. I enjoy making a difference for her by making it possible for her to live in her home.”

To become effective, the proposed rule had to go before a committee of the General Assembly. Council 61 mobilized home care providers and consumers. The union held town hall meetings, made thousands of calls and knocked on thousands of doors. Providers and clients tirelessly lobbied the committee’s lawmakers, winning their bipartisan support. The state abandoned the rule change.

This decision is a major victory for individual CDAC providers, their consumers, and the bipartisan coalition built by Council 61 that stood for some of the most vulnerable Iowans.

# AFSCME

## ACROSS AMERICA

### WISCONSIN

## Firefighters Battle Massive Wildfire

When the largest wildfire to hit northern Wisconsin in 33 years raged out of control in May, members of Council 24 were right in the thick of it, cutting fire breaks, making sure residents escaped unharmed, and even investigating the cause of the massive blaze.

Douglas County conservation warden Lance Burns and Sawyer County forestry technician Randy Sobralski were just two of the many responders to the Germann Road Fire, which burned 8,131 acres in a swath more than nine miles long and a mile-and-a-half wide.

Burns, a member of Local 1215 (which represents state conservation wardens) was among the first responders. A self-described "police officer in the woods," his first task was to investigate the fire's origin. Arriving at the scene, he found fire fighters trying to control the blaze. He quickly discovered it had started when a logging company vehicle cut through a tree.

As the fire spread, Burns worried about an elderly woman who lived "way back on the end of a dead end road," and set



Randy Sobralski



Lance Burns

out to rescue her. He woke her up "out of a dead sleep."

A call awoke Sobralski about 3 a.m. on the second day of the fire. The chapter chair of Local 1218 (representing state Department of Natural Resource employees) was summoned to fight a ground battle with a bulldozer, which he used to create containment lines. He and other dozer drivers also pushed away fallen trees to maintain the lines. "I was up there about 12 hours," he said.

Altogether, fire crews saved 77 structures, including 42 homes. Seventeen homes and 30 other structures were destroyed. The Department of Natural Resources reported no one was hurt.

Fighting fires is just part of the job for Burns, Sobralski and their AFSCME colleagues. "That's what we train for," Sobralski said.

### NEW YORK NEW YORK

## Two Lifeguards Honored for Rescue

Brianna Minogue and Inez Zuska, summer lifeguards at Brighton Beach, N.Y., were just doing their jobs when they saved the life of a drowning man in July. But their jobs require quick thinking, courage and the ability to save a life.

For their heroism, the women were named employees of the month by the New York City Department of Parks and Recreation.

On July 19, Dmitry Zhalkovich, 33, collapsed in five feet of water and began to drown. Minogue, 17, and Zusk, 24, quickly rushed to save him. Foaming at the mouth and with no pulse, they began to administer

CPR until emergency medical service (EMS) workers responded.

The lifeguards, who are members of NYC Lifeguard Local 461 (District Council 37), were both up to the challenge. Zusk worked nine seasons as a lifeguard, Minogue two. Both were trained in rescue and CPR.

Zhalkovich remained in critical condition at Coney Island Hospital for three weeks. It took him four days just to remember what happened to him. After his release, he returned to the beach—carrying two flower bouquets—one for each lifeguard—to express his gratitude. In an interview with the *New York Post*, he told the lifeguards, "Thank god you were there."



Heroes Brianna Minogue (left) and Inez Zusk (right), both members of District Council 37, rescued Dmitry Zhalkovich.

"In addition to her lifeguarding duties, Zusk is completing a graduate nursing degree at New York University. Minogue will be a senior at Bishop Kearney High School. Both are able to be members of DC 37 because they are employed by the city.

Parks Department First Deputy Commissioner Liam Kavanagh says all the city's lifeguards are well trained for such situations.

"The professional action by these lifeguards shows the importance of their personal initiative coupled with the good training they receive, which gave them the tools and the confidence to act quickly in an emergency situation," said Local 461 Pres. Franklyn Paige.

DENVER COLORADO

## AFSCME Women Gather in Denver to Strategize, Get Active and Get Inspired

They came to be inspired, and they inspired each other.

Nearly 800 women AFSCME members gathered at our National Women's Conference, in Denver this September, to learn from one another, develop new skills, and strategize for the fight to protect workers' rights.

"Rights are being rolled back," Pres. Lee Saunders said in his keynote address. "Pay isn't rising. And 50 years since President Kennedy signed the Equal Pay Act, women are earning 77 cents for every dollar a man makes doing the same job. For women of color, it's even worse. We may want to believe that after we win a fight, it's over and done. But we've learned that's not true. Our struggle continues."

Laura Reyes, AFSCME's first female secretary-treasurer, urged conference attendees to become mentors, and to seek mentors, in order to rise within AFSCME's ranks.

"Sisters, when we overcome our doubts, our fears, our



Conference participants help sweep Denver streets.

topics, including the struggles to protect collective bargaining.

As part of the inaugural "AFSCME in Action" effort, hundreds of conference participants fanned out into Denver neighborhoods to pick up trash, paint and remove graffiti. A second group of attendees volunteered for a phone bank in an effort to support a minimum wage increase in New Jersey.

They also heard from a variety of speakers, including Hilda Solis, the first Hispanic U.S. secretary of labor and the second woman to hold that cabinet position; Terry O'Neill, president of the National Organization for Women; Ohio state Sen. Nina Turner and Wisconsin State Rep. LaTonya Johnson.

The conference attendees also were moved by three Vermont home care providers — Janelle Blake, Amanda Sheppard and Mary Montgomery Warren — who spoke about their successful effort to organize with AFSCME. With nearly 7,500 eligible voters, their October victory is the largest union vote and organizing win in the state's history and the largest organizing win in the nation this year.

Another highlight was a panel on AFSCME's work with allies. Leaders from Labor Project for Working Families, National Organizing for Women, and Jobs with Justice broadened attendees'

understanding of how — when we partner in our fight to protect the middle class — we can win. An AFSCME TV segment about the conference, as well as excerpts from President Saunders' and Secretary-Treasurer Reyes' remarks, and photos of all the action can be viewed at [AFSCME.org](http://AFSCME.org).



AFSCME sisters paint grime away.

reluctance, we take the first crucial step toward becoming the leaders that our union needs" she said. "When we become a mentor, we make it possible for the next generation of union women to one day step up and fill our shoes."

Attendees participated in workshops covering a variety of

# AFSCME WORKS

The Magazine of the American Federation of State,  
County and Municipal Employees, AFL-CIO

## We're Still Marching for Economic Equality

In late August, more than 200,000 activists, including 5,000 AFSCME members, marched through the nation's capital for the 50th Anniversary of the March on Washington for Jobs and Freedom. The purpose: economic equality for all workers.

Pres. Lee Saunders spoke on the steps of the Lincoln Memorial, where Dr. Martin Luther King, Jr., gave his famous "I Have a Dream" speech at the original march. "As stewards of a nation that belongs to the rich **and** the poor... the CEO **and** the sanitation worker... those with **and** those without, we have the responsibility to build on the legacy that has been left to us... We must ensure that workers' voices will never be silenced. We must fight for good jobs and decent pay. We must become the just and fair society of our ideals. Above all, we must uphold the principle that everyone who contributes to our nation's prosperity, should share in our nation's prosperity."

Pres. Barack Obama highlighted that, 50 years later, the struggle continues for economic equality. "For over a decade, working Americans of all races have seen their wages and incomes stagnate. Even as corporate profits soar, even as the pay of a fortunate few explodes, inequality has steadily risen over the decades. Upward mobility has become harder... Reversing that trend needs to be Washington's highest priority, it's certainly mine... a good job that pays a good wage. A good education. A home of your own. Health care when you get sick. A secure retirement even if you're not rich. And more chances for folks to earn their way into the middle class as long as they're willing to work for it."

—Tiffanie Bright



PHOTO: KHALID KHALIL ALAH



For more coverage  
and photos of the  
march, visit  
[AFSCME.org/MOW](http://AFSCME.org/MOW)